

April 17, 2015

Subcommittee Meeting Three: Lead Teacher Recommendation

Tifton, GA

Directions:

Each group will review the recommendations from March 26 for their assigned topic. For each recommendation the group will vote for one of the following options:

1. Recommendation would go to DECAL to amend current policies. (Bring to full subcommittee for a vote on May 6.)
2. Recommendation would go to the full Education Reform Committee. (Bring to full subcommittee for a vote on May 6.)
3. Recommendation sent to DECAL with request for additional information.
4. Recommendation deleted.
5. Recommendation completed.

## **GROUP #2**

**Notetaker: Amy Browder**

### **Members:**

Amy Jacobs

Fran Millar

Erica Sitkoff

Noris Price

Debbie Rector

Ellen Reynolds

Julie Barnett

Patrice Kerner

William Willoughby

| <b>Lead Teacher Salary</b>  |   |   |  |
|---|---|---|--|
| <b>Committee Recommendation:</b>  | <b>DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)</b> | <b>Funds/Resources (as currently written)</b><br>1) Additional<br>2) Reallocation<br>3) Neither | <b>Committee Recommendation:</b><br>April 17 |
| 1. Develop a pay structure based on teacher's years of experience and credential. (8 Green Dots)  | <b>Education Committee Recommendation</b>   | Additional Funds/Resources  | <b>2</b>                                     |
| <p><b>DECAL Suggested Revision:</b> Incorporate teacher experience into the current Lead Teacher Structure.</p> <p>Public Pre-K: Teacher experience supplement would range from an additional <b>1.0%</b> to <b>2.0%</b> <b>every year</b> and capped at <b>21</b> # of years.<br/> Base Salary (Bachelor): <b>\$25,600-\$26,000</b><br/> Base Salary (Certified): <b>no change</b></p> <p>Private Pre-K: Teacher experience supplement would range from an additional <b>1.0%</b> to <b>2.0%</b> <b>every year</b> and capped at <b>21</b> # of years.<br/> Base Salary (Bachelor): <b>25,600-\$26,000</b><br/> Base Salary (Certified): <b>no change</b></p> <p>Flexibility: <b>Experience supplement can be used to pay on experience and/or performance at provider's discretion. Supplement money not used should be returned to BftS.</b></p>   |   |   |  |
| <p><b>Current Policies/Additional Feedback:</b></p> <ul style="list-style-type: none"> <li>• Current Policies: <ul style="list-style-type: none"> <li>○ Current pay scale is based on credential level (bachelor, certified rate)</li> <li>○ Base Salary for Bachelor's Degree: \$24,237</li> <li>○ Base Salary for Certified Salary: \$33,403</li> <li>○ Must pay 90% of salary</li> </ul> </li> <li>• Additional Feedback: <ul style="list-style-type: none"> <li>○ Currently a 38% difference between Bachelor and Certified, but only 25% when program started.</li> <li>○ 90% rule is confusing to programs. Difficult to calculate the 90% due to the proration.</li> <li>○ Consider incorporating Recommendation 3: Continue base salary and add funds for years of experience with flexibility for providers to pay the amount determined to be appropriate.</li> </ul> </li> </ul> |   |   |  |
| <p><b>Committee Revision/ Notes:</b> <b>Remove 90% rule. Add base level for Masters= \$38,400.</b></p>  |   |   |  |

| <b>Lead Teacher Salary</b>  |   |   |  |
|---|---|---|--|
| <b>Committee Recommendation:</b>  | <b>DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)</b> | <b>Funds/Resources (as currently written)</b><br>1) Additional<br>2) Reallocation<br>3) Neither | <b>Committee Recommendation:</b><br>April 17 |
| 2. Develop a pay structure based on teacher's effectiveness (method to be determined) (9 Yellow Dots)   | DECAL Policy Recommendation (if DECAL revision is accepted)                                   | Reallocation (if DECAL revision is accepted)  | 2  |
| <b>DECAL Suggested Revision:</b> DECAL should study the feasibility of teacher effectiveness measures that programs could use in a pay step structure.  |   |   |  |
| <b>Current Policies/Additional Feedback:</b> <ul style="list-style-type: none"> <li>• Current Policies: <ul style="list-style-type: none"> <li>○ Currently there is not a teacher effectiveness measure spanning across program types.</li> </ul> </li> <li>• Additional Feedback: <ul style="list-style-type: none"> <li>○ Full reform committee is making recommendations regarding teacher effectiveness. These recommendations will not be made within this subcommittee's timeline.</li> <li>○ DECAL can explore teacher effectiveness measures, but not definitively within the subcommittee's timeline.</li> </ul> </li> </ul> |   |   |  |
| <b>Committee Revision/ Notes:</b>   |   |   |  |

**Lead Teacher Salary**

| <b>Committee Recommendation:</b>   | <b>DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)</b> | <b>Funds/Resources (as currently written)</b><br><b>1) Additional</b><br><b>2) Reallocation</b><br><b>3) Neither</b> | <b>Committee Recommendation:</b><br><b>April 17</b> |
|--|---|--|---|
| 3. Continue base salary and add funds for years of experience with flexibility for providers to pay the amount determined to be appropriate.<br>(3 Green Dots) | Full Education Policy Revision  | Additional   | <b>4</b>  |
| <b>DECAL Suggested Revision:</b> Delete this recommendation. It is now incorporated in recommendation 1.   |   |  |   |
| <b>Current Policies/Additional Feedback: (See Recommendation 1)</b>  |   |  |   |
| <b>Committee Revision/ Notes:</b>  |   |  |   |

**Assistant Teacher Salary**

| <b>Committee Recommendation:</b> | <b>DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)</b> | <b>Funds/Resources (as currently written)</b><br>1) Additional<br>2) Reallocation<br>3) Neither | <b>Committee Recommendation:</b><br>April 17 |
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|   |                                |            |          |
|---|--------------------------------|------------|----------|
| 1. <b>Increase Assistant Teacher Salary by 8-11% (14,440-\$15,200) (3 Green Dots)</b> | Full Education Policy Revision | Additional | <b>2</b> |
|---|--------------------------------|------------|----------|

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| 2. Establish a suggested pay schedule (\$15,000-\$20,000) with a mandatory minimum salary (90%) with incentives based on advancing credentials and providers being eligible or in the process of Quality Rated. (10 Green Dots) | Full Education Policy Revision | Additional | <b>4</b> |
|---|--------------------------------|------------|----------|

**DECAL Suggested Revision:** Choose one recommendation: 1) Increase Assistant Teacher Salary by 8-11% (14,440-\$15,200); or 2) Establish a suggested pay schedule with a mandatory minimum salary (90%) with incentives based on credential. Base Salary:

- Current Policies/Additional Feedback:**
- Current Policies:
    - Current pay is a flat rate (\$13,335).
    - 100% must be paid to assistant teacher.
  - Additional Feedback:
    - K-12 paraprofessionals are not paid on a scale, unless provided by local BOE's.
    - The average reported salary for all providers is \$14,479.
    - Elements in Recommendation 2 need to be incorporated into this recommendation.
    - Quality Rated participation should not be tied to Assistant Teacher salary.
    - Funds (DECAL Scholars, Scholarships/INCENTIVES) are available to support Assistant Pre-K teachers in advancing their credential.

**Committee Revision/ Notes:** **Asst pay = \$9.00 to \$10.00 hourly**

**Non-Instructional, Administrative Expenses, and Startup Funds**

| Committee Recommendation:   | DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked) | Funds/Resources (as currently written)<br>1) Additional<br>2) Reallocation<br>3) Neither | Committee Recommendation:<br>April 17 |
|---|--|--|---------------------------------------|
| 1. Cost analysis based on reconciliation report to determine actual amount spent on Pre-K (recommendation should be made based on final cost analysis report)               | DECAL Policy Recommendation  | Neither  | 5                                     |
| <b>DECAL Suggested Revision:</b> Recommendation Completed.  |  |  |                                       |
| <p><b>Current Policies/Additional Feedback:</b> See handout</p> <ul style="list-style-type: none"> <li>• Current Policies:</li> <br/> <li>• Additional Feedback:</li> </ul> |  |  |                                       |
| <b>Committee Revision/ Notes:</b>   |  |  |                                       |

**Non-Instructional, Administrative Expenses, and Startup Funds**

| <b>Committee Recommendation:</b>  | <b>DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)</b> | <b>Funds/Resources (as currently written)</b><br>1) Additional<br>2) Reallocation<br>3) Neither | <b>Committee Recommendation:</b><br>April 17 |
|---|---|---|--|
| 2. Increase the administrative amount based on current studies on appropriate administrative costs. (11 green dots) | DECAL Policy Recommendation   | Neither   | <b>3</b>                                     |

**DECAL Suggested Revision:** DECAL should conduct further research to determine the actual average amount of administrative costs.

- Current Policies/Additional Feedback:**
- Current Policies:
    - Administrative costs are classified as non-instructional costs. Non-instructional costs include more than administrative funds.
    - There is a cap of 6% of total Pre-K revenue for administrative costs.
  - Additional Feedback:
    - Administrative costs reported for private are 6% of revenue, 3% for public providers.

**Committee Revision/ Notes:** [More definitive explanation of administrative cost is needed.](#)

**Non-Instructional, Administrative Expenses, and Startup Funds**

| <b>Committee Recommendation:</b> | <b>DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)</b> | <b>Funds/Resources (as currently written)</b><br>1) Additional<br>2) Reallocation<br>3) Neither | <b>Committee Recommendation:</b><br>April 17 |
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|  |                                      |            |   |
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| 3. Start-up funds should be increased to \$12,000. | Full Education Policy Recommendation | Additional | 5 |
|--|--------------------------------------|------------|---|

**DECAL Suggested Revision:** None.

**Current Policies/Additional Feedback:**

- Current Policies:
  - Start-up funds are currently \$8,000.
- Additional Feedback:

**Committee Revision/ Notes:**

**Non-Instructional, Administrative Expenses, and Startup Funds**

| <b>Committee Recommendation:</b>  | <b>DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)</b> | <b>Funds/Resources (as currently written)</b><br>1) Additional<br>2) Reallocation<br>3) Neither | <b>Committee Recommendation:</b><br>April 17 |
|---|---|---|--|
| 4. Remove the mandate to allow flexibility in use of classroom funds (1 green dot, 4 yellow dots) | DECAL Policy Recommendation   | Neither   | <b>3</b>                                     |
| 5. Maintain flexibility currently in place  | DECAL Policy Recommendation   | Neither   | <b>4</b>                                     |

**DECAL Suggested Revision:** Choose one of the recommendations or delete both recommendations.

**Current Policies/Additional Feedback:**

- Current Policies:
  - Programs are required to spend a minimum of \$1,000 on classroom materials, supplies and equipment annually.
- Additional Feedback:

**Committee Revision/ Notes:** [How many instructional waivers are approved yearly?](#)  
[Consider allowing programs to have flexibility after 3 \(somewhere between 3-5 years\) years.](#)

**Non-Instructional, Administrative Expenses, and Startup Funds**

| <b>Committee Recommendation:</b>                          | <b>DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)</b> | <b>Funds/Resources (as currently written)</b><br><b>1) Additional</b><br><b>2) Reallocation</b><br><b>3) Neither</b> | <b>Committee Recommendation:</b><br><b>April 17</b> |
|---|---|--|---|
| 6. Move Administrator/Director salaries to "fixed" costs. | DECAL Policy Recommendation   | Neither  | <b>1</b>  |

**DECAL Suggested Revision:** 6% of non-instructional funds would be considered a fixed cost and would not be prorated based on class size.

**Current Policies/Additional Feedback:**

- Current Policies:
  - Director salary is not part of the formula.
  - There is a cap of 6% of total Pre-K revenue for administrative costs.
- Additional Feedback:

**Committee Revision/ Notes:**

**Non-Instructional, Administrative Expenses, and Startup Funds**

| Committee Recommendation:        | DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked) | Funds/Resources (as currently written)<br>1) Additional<br>2) Reallocation<br>3) Neither | Committee Recommendation:<br>April 17 |
|----------------------------------|--|--|---------------------------------------|
| 7. 8-10 year refurbishment funds | DECAL Policy Recommendation  | Reallocation   | 1                                     |

**DECAL Suggested Revision:** DECAL should develop a consistent policy for classroom refurbishment funds.

**Current Policies/Additional Feedback:**

- Current Policies:
  - When funding is available providers have been given refurbishment funds.
- Additional Feedback:

**Committee Revision/ Notes:** [Consider consistent replacement schedule.](#)

**Roster Based Payments**

| <b>Committee Recommendation:</b>   | <b>DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)</b> | <b>Funds/Resources (as currently written)</b><br><b>1) Additional</b><br><b>2) Reallocation</b><br><b>3) Neither</b> | <b>Committee Recommendation:</b><br><b>April 17</b> |
|--|---|--|---|
| 1. Roster based payments proration should exclude fixed costs as long as above a certain threshold (e.g., 20 students) (14 green dots) | DECAL Policy Recommendation   | Reallocation   | <b>1</b>  |
| 2. Remove fixed costs from prorated amount   | DECAL Policy Recommendation   | Reallocation   | <b>4</b>  |

**DECAL Suggested Revision:** Move recommendation 1 to subcommittee for vote. Delete recommendation 2.

**Current Policies/Additional Feedback:**

- Current Policies:
  - Payments are based on the number of children at each roster cycle.
  - Proration for less than 22 students is calculated across all categories.
- Additional Feedback:
  - Recommendation 1 provides encouragement to maintain sufficient enrollment.

**Committee Revision/ Notes:** [Determine threshold.](#)

**Roster Based Payments**

| <b>Committee Recommendation:</b> | <b>DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)</b> | <b>Funds/Resources (as currently written)</b><br><b>1) Additional</b><br><b>2) Reallocation</b><br><b>3) Neither</b> | <b>Committee Recommendation:</b><br><b>April 17</b> |
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|   |                             |              |          |
|---|-----------------------------|--------------|----------|
| 3. Base payments after September on average enrollment for each roster cycle. | DECAL Policy Recommendation | Reallocation | <b>3</b> |
|---|-----------------------------|--------------|----------|

**DECAL Suggested Revision:** DECAL should conduct further research to determine feasibility and impact on providers.

- Current Policies/Additional Feedback:**
- Current Policies:
    - Payments are based on roster data using a “count day” for each roster cycle.
  - Additional Feedback:
    - Need to explore capability of roster system (PANDA) to compute “average enrollment”
    - May impact payment schedule.

**Committee Revision/ Notes:**